

CATEGORY	INDICATORS	MEASURES	METRICS	EVIDENCE	RATINGS AND TARGETS	
Academics						
State and Federal Accountability					Target	Ratings
	Federal Compliance	Compliance with all federal requirements	Meets all requirements of Federal requirements	Notification by DESE LEA or school is out of ; Self monitoring checklists provided to DESE;	100% in Compliance	Meets Standard
					One areas out of Compliance	Does Not Meet Standard
					2 or more areas out of Compliance or multiple years with one or more areas out of compliance	Falls Far Below Standard
	ESSA Designation	Designation in ESSA Calculation	Missouri's Federal Plan	DESE Designation of Comprehensive or Targeted	No Designation	Meets Standard
					Targeted School or LEA = Does Not Meet	Does Not Meet Standard
					Comprehensive LEA = Falls Far Below	Falls Far Below Standard
	State Rating	Charters are required to follow academic (performance) standards established by the State Board of Education. Charter schools are held accountable to their performance contract. State law requires DESE to produce an Annual Performance Report (APR) for charters. The APR is the primary component of MSIP, DESE's district accreditation program.	Points earned compared to points available in the academic (performance) sections of APR as calculated in DESE's MSIP6 Manual	https://dese.mo.gov/quality-schools/mo-school-improvement-program	Not applicable to charter schools	
Student Academic Performance						
NOTE: For those LEA's with less than 90%Student Group populations the All Student cut scores will be used. For All Academic Standards DESE Target/On Track/Approaching/Floor MCPSC uses DESE's Cut Scores of Student Group Targets, until the LEA's student population is less than 90%.						
	Achievement (Status)– ELA: All Students Used when All Student population is less than 90% Student Group.	ELA MAP test results of All Students taking a test grades 3–8 and required high school EOC(s) for current year.	State's MPI in ELA for grades served by LEA for current year	LEA MPI for ELA Compared to APR levels for current year	Current Year MPI Equals or Exceeds DESE Target Level	Exceeds Standard
					Current Year MPI Equal to or Exceeds DESE On Track Level	Meets Standard
					Current Year MPI Equal to or Exceeds DESE Approaching Level	Does Not meet Standard
					Current Year MPI is in DESE Floor Level	Falls Far Below Standard
	Achievement – ELA: Student Group	ELA MAP test results of Student Group students taking a test grades 3–8 and high school EOC(s) for current year	Student Group for MPI ELA for grades served for current year	LEA Student Group MPI for ELA Compared to State Average Student Group MPI for current year	Current Year MPI Equals or Exceeds DESE Target Level	Exceeds Standard
					Current Year MPI Equal to or Exceeds DESE On Track Level	Meets Standard
					Current Year MPI Equal to or Exceeds DESE Approaching Level	Does Not meet Standard
					Current Year MPI is in DESE Floor Level	Falls Far Below Standard
	Achievement Comparison – ELA	ELA MAP test results of All Students taking a test grades 3–8 and high school EOC(s) compared to local district for same grades as LEA for current year.	Comparison of 3 year average MPI for ELA for grade levels served by charter and by local district	MPI calculation by DESE	MPI exceeds local district by 20 or more points	Exceeds Standard
					MPI exceeds host district by less than 20 points or equals host district	Meets Standard
					MPI is less than host district by no more than 19 points	Does Not meet Standard
					MPI is less than host district by 20 points or more	Falls Far Below Standard
	Achievement – Math: All Used when All Student population is less than 90% Student Group.	Math MAP test results of All Students taking a test grades 3–8 and high school EOC(s) for current year.	State's MPI in Math for grades served by LEA for current year	LEA MPI for Math Compared to State Average MPI for current year	Current Year MPI Equals or Exceeds DESE Target Level	Exceeds Standard
					Current Year MPI Equal to or Exceeds DESE On Track Level	Meets Standard
					Current Year MPI Equal to or Exceeds DESE Approaching Level	Does Not meet Standard
					Current Year MPI is in DESE Floor Level	Falls Far Below Standard
	Achievement – Math: Student Group	Math MAP test results of Student Group students taking a test grades 3–8 and high school EOC(s) for current year	State student Group for MPI in Math for grades served for current year	LEA Student Group MPI for Math Compared to State Average Student Group MPI for current year	Current Year MPI Equals or Exceeds DESE Target Level	Exceeds Standard
					Current Year MPI Equal to or Exceeds DESE On Track Level	Meets Standard
					Current Year MPI Equal to or Exceeds DESE Approaching Level	Does Not meet Standard
					Current Year MPI is in DESE Floor Level	Falls Far Below Standard
	Achievement Comparison – Math	Math MAP test results of all Students Taking a test grades 3–8 and high school EOC(s) compared to local district for same grades as LEA for current year	Comparison of 3 year average MPI for Math for grade levels served by charter and by local district	MPI calculation by DESE	MPI exceeds local district by 20 or more points	Exceeds Standard
					MPI exceeds host district by less than 20 points or equals host district	Meets Standard
					MPI is less than host district by no more than 19 points	Does Not meet Standard
					MPI is less than host district by 20 points or more	Falls Far Below Standard
	Achievement (Status) – Science All Students Used when All Student population is less than 90% Student Group.	Science MAP test results of All Students taking a test grades 3–8 and high school EOC(s) for current year.	State MPI in Science for grades served for current year	LEA MPI for Science Compared to State Average MPI for current year	Current Year MPI Equals or Exceeds DESE Target Level	Exceeds Standard
					Current Year MPI Equal to or Exceeds DESE On Track Level	Meets Standard
					Current Year MPI Equal to or Exceeds DESE Approaching Level	Does Not meet Standard
					Current Year MPI is in DESE Floor Level	Falls Far Below Standard
	Achievement – Science Student Group	Science MAP test results of Student Group students taking a test grades 3–8 and high school EOC(s) for current year	State student Group for MPI in Science for grades served for current year	LEA Student Group MPI for Science Compared to State Average Student Group MPI for current year	Current Year MPI Equals or Exceeds DESE Target Level	Exceeds Standard
					Current Year MPI Equal to or Exceeds DESE On Track Level	Meets Standard
					Current Year MPI Equal to or Exceeds DESE Approaching Level	Does Not meet Standard
					Current Year MPI is in DESE Floor Level	Falls Far Below Standard
	Achievement Comparison – Science	Science MAP test results of All Students taking a test grades 3–8 and high school EOC(s) compared to local district for same grades as LEA for current year	Comparison of 3 year average MPI for science for grade levels served by charter and by local district	MPI calculation by DESE	MPI exceeds local district by 20 or more points	Exceeds Standard
					MPI exceeds host district by less than 20 points or equals host district	Meets Standard
					MPI is less than host district by no more than 19 points	Does Not meet Standard
					MPI is less than host district by 20 points or more	Falls Far Below Standard
	Achievement – Social Studies: All Used when All Student population is less than 90% Student Group.	Social Studies MAP test results of All Students taking a test grades 3–8 and high school EOC(s) for current year.	State MPI in Social Studies for grades served for current year	LEA MPI for Social Studies Compared to State Average MPI for current year	Current Year MPI Equals or Exceeds DESE Target Level	Exceeds Standard
					Current Year MPI Equal to or Exceeds DESE On Track Level	Meets Standard
					Current Year MPI Equal to or Exceeds DESE Approaching Level	Does Not meet Standard
					Current Year MPI is in DESE Floor Level	Falls Far Below Standard
	Achievement – Social Studies: Student Group	Social Studies MAP test results of Student Group students taking a test grades 3–8 and high school EOC(s) for current year	State Student Group for MPI in Social Studies for grades served for current year	LEA Student Group MPI for Social Studies Compared to State Average Student Group MPI for current year	Current Year MPI Equals or Exceeds DESE Target Level	Exceeds Standard
					Current Year MPI Equal to or Exceeds DESE On Track Level	Meets Standard
					Current Year MPI Equal to or Exceeds DESE Approaching Level	Does Not meet Standard
					Current Year MPI is in DESE Floor Level	Falls Far Below Standard

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	Achievement Comparison – Social Studies	Social Studies MAP Test Results of All Students taking a test grades 3–8 and high school EOC(s) compared to local district for same grades as LEA for current year	Comparison of 3 year average MPI for Social Studies for grade levels served by charter and by local district	MPI calculation by DESE	MPI exceeds local district by 20 or more points	Exceeds Standard
					MPI exceeds host district by less than 20 points or equals host district	Meets Standard
					MPI is less than host district by no more than 19 points	Does Not meet Standard
					MPI is less than host district by 20 points or more	Falls Far Below Standard
STUDENT ACADEMIC GROWTH						
	Growth – MAP ELA: All Students Used when All Student population is less than 90% student Group	All Student growth on 4–8th grades <i>and EOC for</i> ELA DESE determination in APR data for the current year.	Missouri Growth Model for 4th – 8th grades and EOCs	Annual Growth from DESE file used for the APR	Target	Exceeds Standard
					On Track	Meets Standard
					Approaching	Does Not meet Standard
					Emerging	Falls Far Below Standard
	Growth – MAP ELA¹: Student Group	Student Group growth on 4–8th grades and EOC for ELA DESE determination in APR data for the current year.	Missouri Growth Model for 4th – 8th grades and EOCs	Annual Growth from DESE file used for the APR	Target	Exceeds Standard
					On Track	Meets Standard
					Approaching	Does Not meet Standard
					Emerging	Falls Far Below Standard
	Growth – MAP: All Student Used when All Student population is less than 90% student Group.	All Student growth on 4–8th grades <i>and EOC for</i> Math DESE determination in APR data for the current year.	Missouri Growth Model for 4th – 8th grades and EOCs	Annual Growth from DESE file used for the APR	Target	Exceeds Standard
					On Track	Meets Standard
					Approaching	Does Not meet Standard
					Emerging	Falls Far Below Standard
	Growth – MAP Math: Student Group	Student Group growth on 4–8th grades and EOC for ELA DESE determination in APR data for the current year.	Missouri Growth Model for 4th – 8th grades and EOCs	Annual Growth from DESE file used for the APR	Target	Exceeds Standard
					On Track	Meets Standard
					Approaching	Does Not meet Standard
					Emerging	Falls Far Below Standard
POSTSECONDARY READINESS (FOR LEA¹'s WITH HIGH SCHOOLS)						
	Freshmen on Track	Percentage of 9th graders progressing in credits earned on a pace necessary for graduation in 4 years for current year	Number of 9th graders earning 25% of the credits needed for graduation before entering 10th grade, divided by the 9th grade enrollment; June count date	MOSIS	95–100%	Meets Standard
					80–94% = Approaching	Does Not meet Standard
					Less than 79%	Falls Far Below Standard
	Graduation Rate	Percentage of students graduating from high school in 5 years for current year	Percentage of 9th grade cohort graduating in 5 years as reported to DESE or a similar matric mutually agreed upon by school and MCPSC	MOSIS reported data to DESE	87–100%	Exceeds Standard
					77–86.9%	Meets Standard
					67–76.9%	Does Not meet Standard
					0–71.9%	Falls Far Below
	Student Success/College/Career Readiness Assessment Performance	Performance Contract Post–Secondary Success Measures or Percentage of students testing at state standard or demonstrated proficiency on any department–approved measure(s) of college and career readiness, for example, the ACT®, SAT®, COMPASS®, or Armed Services Vocational Aptitude Battery (ASVAB)		Reported eligible, participating and meets/exceeds students submitted by third party to DESE or from school to MCPSC	71.5–100%	Exceeds Standard
					67.2–71.4%	Meets Standard
					40–67.1%	Does Not meet Standard
					0–39.9%	Falls Far Below
SCHOOL–SPECIFIC ACADEMIC MEASURES (IF APPLICABLE)						
	Mission–Specific Academic Goal(s)	Agreed to by school and MCPSC and included in performance contract		Third party evidence preferred; self reported evidence when agreed upon by MCPSC	Mutually agreed upon by school and MCPSC	No Change
	Additional Academic Performance Measures	Agreed to by school and MCPSC and included in performance contract		Third party evidence preferred; self reported evidence when agreed upon by MCPSC	Mutually agreed upon by school and MCPSC	No Change

CATEGORY	INDICATORS	MEASURES	METRICS	EVIDENCE	RATINGS AND TARGETS	
FINANCE						
NEAR-TERM MEASURES					TARGET	RATING
	Percentage Fund Balance	The difference between fund assets and fund liabilities.	(Assets-Expenses)/Expenses	Audited financials and ASBR	Meets State Statue = Greater than 3%	Meets Standard
					Does Not Meet = Less than 3%	Falls Far Below Standard
	Current Ratio	Ratio of Current Assets to Current Liabilities, the ability of the LEA's to pay its obligations.	Ratio calculated by dividing Current Assets by Current Liabilities	Final Board approved year end balance sheet until audited balance sheet has been approved	Meets = Greater than 1	Meets Standard
					Does Not Meet = Between .9 and 1	Does Not Meet Standard
					Falls Far Below = Less than 0.9	Falls Far Below Standard
	Unrestricted Days Cash on Hand	Number of days a LEA can fund day-to-day operations	Unrestricted Cash divided by the result of Total Expenses less Depreciation Expenses, then divided by 365.	Final Board approved balance sheet and income statements until audited statements are approved	Greater than or equal to 60 days for LEAs 3 years or older	Meets Standard
					Greater than or equal to 30 days for LEAs in year 1 or 2	
					Greater than or equal to 30 days, but less than 60 day	Does Not Meet Standard
					Greater than or equal to 30 days and a decrease this fiscal year	
			NOTE: Depreciation Expenses appear as an operating expense on an income state, but do not involve an outlay of cash. Therefore, it is removed from total expenses.		Under 30 Days	Falls Far Below Standard
	Debt Default	Has LEA defaulted on one or more load covenant(s) or delinquent with debt service payments	Number of loan payments missed or loaned default	Notes to audited financial statements; auditor's management letter	No defaults and not delinquent on debt service payments	Meets Standard
					Default of one ore more loan covenants and/or delinquent on debt service payments.	Falls Far Below Standard
LONG-TERM SUSTAINABILITY MEASURES						
	Total Margin and Three-Year Total Margin Ration	Measures risk of closure due to expenses over revenues; measures if LEA is building reserve	Aggregated Three-Year Total Margin equals Total Three Year Net Surplus (or Deficit) divided by Total Three-Year Revenues	3 Years of Audited Income Statements	Aggregated Three-Year Total Margin Ratio is positive AND the most recent fiscal year Total Margin is positive OR: Aggregated Three Year Total Margin Ratio is greater than -1.5%, the trend is positive for the last two years, and the most recent year Total Margin is positive	Meets Standard
			Total Margin equals Net Surplus (or Deficit) divided by Total Revenue		For schools in Year 1 and 2 of operation, the cumulative Three Year Total Margin must be positive	
					Aggregated Three-Year Total Margin Ratio is greater than -1.5%, but the trend does not meet standard	Does Note Meet Standard
					Aggregated Three-Year Total Margin is less than -1.55 OR The most recent Total Margin is less than -10%	Falls Far Below Standard
	Debt to Asset Ratio	Compares the LEA's liabilities to its assets; measures the reliance on debt to finance operations	Total Liabilities divided by Total Assets	Audited balance sheet and notes to audited financial statements	0.9	Meets Standard
					.9-1.0	Does Not Meet Standard
					greater than 1.0	Falls Far Below Standard
	Debt Service Coverage Ratio	Measures LEA's ability to cover its debt obligations	(Change in Net Position + Depreciation Expenses + Amortization Expense +/- Pension Adjustments + Interest Expenses + Lease Expense) DIVIDE BY (Principal Payments + Interest Expenses + Amortization Expenses + Lease Expenses)	Audited income statement, notes to the audited financial statement, information provided by the LEA, and Reconciliation of Statements of Revenues, Expenditures, and Changes in Fund Balances - Governmental Funds to the Statement of Activities	Meets = 1.1 or greater	Meets Standard
					Does Not Meet = Less than 1.1	Does Not Meet Standard

CATEGORY	INDICATORS	MEASURES	METRICS	EVIDENCE	RATINGS AND TARGETS	
FINANCE						
NEAR-TERM MEASURES					TARGET	RATING
FINANCIAL MANAGEMENT AND OVERSIGHT						
	Annual Financial Audit	School materially complies with applicable laws, rules and regulations, and provisions of charter contract relating to financial management, controls, and oversite	Independent Auditor	Annual, independently audited financial statements, audit reports and Notes, and accompanying Management Letters	Unqualified audit opinion, audit devoid of significant findings, material conditions, or significant internal control weaknesses; no repeat findings (including in separate or supplemental schedules); no going concern disclosure in the notes or an explanatory paragraph within the audit	Meets Standard
					Does not meet one more of the conditions listed above	Does Not Meet Standard
	Financial Reporting and Compliance	Accurate and timely submission of MCPSC requested materials	Online Submission System; board minutes; MOSIS; School Finance submissions are accurate and on time	Compliance requirements and the timing and completeness of applicable reporting and submissions via Online Submission System	100% compliance	Meets Standard
					LEA does not materially comply with applicable laws, requirements, rules, regulations, and provisions of the charter contract related to financial reporting requirements due to failure to make timely and complete submissions, including failure or unwillingness to provide additional information upon request.	Does Not Meet Standard
	Enrollment Variance	LEA meets enrollment projections	Actual Enrollment divided by Board Approved Projected Enrollment in Budget	Board approved budget based enrollment	Equals or exceeds 95% ; For LEAs in Year 1 or 2, Equals or exceeds 90%	Meets Standard
					Greater than or equal to 90% and less than 95%	Does Not Meet Standard
					Below 90%	Falls Far Below Standard

CATEGORY	INDICATORS	MEASURES	METRICS	EVIDENCE	RATINGS AND TARGETS	
Learning Environment						
SCHOOL ENVIRONMENT					TARGET	RATING
	Complying with facilities and transportation requirements	School's physical plan is safe for occupancy and school complies with all laws concerning transportation	Compliance with ADA, fire inspections and records, occupancy permits, insurance, student transportation (as described in contract and by law)	Online Submission System; site visits	100% compliant	Meets Standard
					Less than 100% compliant	Does Not Meet Standard
					Less than 100% compliant and failure to correct compliance after Letter of Concern, intervention, site visit report or school quality review	Falls Far Below Standard
	Complying with health and safety requirements	School materially complies with applicable laws, rules and regulations and contract provisions related to health and safety	Compliance with all local health, state and federal requirements, all disaster preparation requirements (including active shooter)	Online Submission System; site visit	100% compliant	Meets Standard
					Less than 100% compliant	Does Not Meet Standard
					Less than 100% compliant and failure to correct compliance after Letter of Concern, intervention, site visit report or school quality review	Falls Far Below Standard
	Handling information appropriately	Protects employee and student information and data; comply with Missouri Sunshine requests; comply with all reporting requirements in law, regulation, contract or by MPCSC; inform parent and employees of rights; report performance to parents and community	Maintain secure records, provides access to information as requested and required, timely and safe transfer of student records, testing materials secure; all records are digitized and stored according to statutes, regulations and MPCSC policies	Online Submission System; site visit; complaints	100% compliant	Meets Standard
					Less than 100% compliant	Does Not Meet Standard
					Less than 100% compliant and failure to correct compliance after Letter of Concern, intervention, site visit report or school quality review	Falls Far Below Standard
EDUCATION PROGRAM COMPLIANCE						
	Implementing the material terms of the education program as defined in the current charter contract	School adheres to the terms of the charter contract and performance measures, with the goal of determining renewal, intervention, non-renewal or revocation.	Terms of contact; charter is implemented with fidelity to the program described; it delivers what is promises to families;	Online Submission System; Site Visits; SQR; school annual report	Provides program as described in charter, as amended	Meets Standard
					Most, but not all of the programs described in charter, as amended, are implemented	Does Not Meet Standard
					Most, but not all of the programs described in charter, as amended, are implemented and failure to correct compliance after Letter of Concern, intervention, site visit report or school quality review	Falls Far Below Standard
	Complying with applicable education requirements	School materially complies with all applicable laws, rules, regulations and charter contract provisions related to education requirements	Instructional days; graduation requirements; MLS; state assessments; ESSA; etc.	Online Submission System: Site Visits; DESE feedback; SQR	100% compliant	Meets Standard
					Less than 100% compliant	Does Not Meet Standard
					Less than 100% compliant and failure to correct compliance after Letter of Concern, intervention, site visit report or school quality review	Falls Far Below Standard
STUDENT RIGHTS AND REQUIREMENTS						
	Protecting the rights of all students	Charter schools must protect the rights of the students served.	Policies, practices related to admission, collection & protection of student information, due process & civil liberties, discipline; screenings such as Dyslexia	Online Submission System; parent complaints; sites visits; charter; application materials	100% compliant	Meets Standard
					Less than 100% compliant	Does Not Meet Standard
					Less than 100% compliant and failure to correct compliance after Letter of Concern, intervention, site visit report or school quality review	Falls Far Below Standard
	Protecting the rights of students with disabilities	School meets all legal obligations regarding services to students with disabilities. This includes access, identification, appropriate staffing, proper management and appropriate use of funds	Enrollment, discipline, subgroup performance, appropriate use of federal funds; required policies and plans	Online Submission System; parent complaints; sites visits; charter; application materials	100% compliant	Meets Standard
					Less than 100% compliant	Does Not Meet Standard
					Less than 100% compliant and failure to correct compliance after Letter of Concern, intervention, site visit report or school quality review	Falls Far Below Standard
	Protecting the rights of English Language Learner (ELL) students, migrant and homeless students	School meets all legal obligations regarding services to English Language leaners, migrant and homeless students. This includes access, identification, appropriate staffing, proper management and appropriate use of funds	Enrollment, discipline, subgroup performance, appropriate use of federal funds; required policies and plans. Comply with McKinney-Vento Act.	Online Submission System; parent complaints; sites visits; charter; application materials	100% compliant	Meets Standard
					Less than 100% compliant	Does Not Meet Standard
					Less than 100% compliant and failure to correct compliance after Letter of Concern, intervention, site visit report or school quality review	Falls Far Below Standard

CATEGORY	INDICATORS	MEASURES	METRICS	EVIDENCE	RATINGS AND TARGETS	
GOVERNANCE						
Board Oversight and Accountability					TARGET	RATING
	Complying with governance requirements	Materially complies with applicable laws, MCPSC policies, and the charter contract regarding governance	Board composition and/or membership, board policies, board bylaws, board officer elections, State open meeting laws, State public records laws, Code of ethics, background checks, conflict of interest; open board meeting materials are on school's website	Online Submission System; MEC filings; ASBR; strategic plans; site visit; board training, register with Secretary of State, school website, Corporate Documents, Board meeting materials	100% material compliance with 95% on time	Meets Standard
					100% material compliance, 90–94.9% on time	Does Not Meet Standard
					Material out of compliance or less than 90% on time	Fall Far Below Standard
	Holding management accountable	Central role of the board	Board's role in supervising the management and the organization; MCPSC submission requirements; charter board best practices	CEO evaluation; CMO performance contract; evaluation of CMO, board self assessment	Annual Board Self Assessment; Board Goals; Board Committees; Board Member Terms; Board Member Training; Board Meeting Attendance; Strategic Plan; Performance Dashboard	Meets Standard
					Lacks one or two of above	Does Not Meet Standard
					Lacks three or more of above	Fall Far Below Standard
Board Development, Growth and Operations						
	Fulfills Governance and Fiduciary Duties	Central role of the board	Functioning board meeting state laws for non profits and charter school boards; MCPSC submission requirements; charter board best practices; annual review and update of Board Policies; board and management succession planning.	Regular Board Self–Assessment; Establishes and monitors Board Goals; Established and Operating Board Committees; Board Member Terms; Board Member Training; Board Meeting Attendance; Strategic Plan; Performance Dashboard/monitors academic, financial, and organizational performance; Board members with array of skills and experiences necessary for the school's success	Regular Board Self–Assessment; Establishes and monitors Board Goals; Established and Operating Board Committees; Board Member Terms; Board Member Training; Board Meeting Attendance; Strategic Plan; Performance Dashboard/monitors academic, financial, and organizational performance; Board members with array of skills and experiences necessary for the school's success	Meets Standard
					Lacks one or two of above	Does Not Meet Standard
					Lacks three or more of above	Fall Far Below Standard
	Complying with reporting requirements	Charter schools report to SEA and sponsor for monitoring and evaluation	Required reports to monitoring academic, financial and operational performance and compliance includes accountability tracking document, enrollment/attendance, academic achievement, etc. Does not include student level data, except for mailing information	Online Submission System; DESE evaluations; accuracy of MOSIS; staff accurately reporting to board; CMO reporting to board; federal and state reporting requirements	100% in compliance and 95% on time and accurate	Meets Standard
					100% in compliance and 90–94.9% of Online Submission System on time and accurate	Does Not Meet Standard
					Material out of compliance, or less than 90% of Online Submission System on time, or unresolved compliance issues with state or federal agencies	Fall Far Below Standard

CATEGORY	INDICATORS	MEASURES	METRICS	EVIDENCE	RATINGS AND TARGETS	
ORGANIZATIONAL PERFORMANCE						
WORKPLACE REQUIREMENTS AND ENVIRONMENT					TARGET	RATING
	Staffing Compliance	School complies with all applicable laws, rules, regulations and contract provision, including background checks, credentialing requirements, Family Medical Leave, ADA, and employment contracts. School does not interfere with employee' right to organize or bargain collectively.	Policies, practices related to employment, court rulings, assurance statements	Online Submission System; site visits; complaints filed in court, MCPSC or board	100% compliant; No substantiated claims	Meets Standard
					Less than 100% compliant	Does Not Meet Standard
					Less than 100% compliant, one or more substantiated claims; and/or failure to correct after Letter of Concern, intervention, site visit report or school quality review	Falls Far Below Standard
	Professional Work Environment	School creates a work environment that fosters professional growth and retention of effective employees	Recruitment, hiring and retention practices that deliver on the school's mission; equitable compensation; professional development & supports; effective performance management practices (evaluation, onboarding, performance improvement)	Employment policies; evidence of practice; staff interview results; staff surveys; demographic reports; retention data	Recruiting, hiring, retention practices allow school to meet its mission; equitable compensation; professional development and supports consistent with school's mission; effective management practices	Meets Standard
					One or two of the above missing or in needs of improvement	Does Not Meet Standard
					Significant failure(s) to implement above that impact the viability of the school	Falls Far Below Standard
	Complying with reporting requirements	Charter schools report to SEA and sponsor for monitoring and evaluation	Required reports to monitor academic, financial and operational performance and compliance includes accountability tracking documents, enrollment/attendance, academic achievement, etc. Does not include student level data, except for mailing information.	Online Submission System; DESE evaluations; accuracy of MOSIS; staff accurately reporting to board; CMO reporting to board; federal, state, and local reporting requirements, and document retention requirements	100% compliance in Online Submission System, 95% on time and accurate	Meets Standard
					100% compliance in Online Submission System, 90-94.9% on time and accurate	Does Not Meet Standard
					Materially out of compliance with Online Submission System, or less than 90% on time and accurate, or unresolved compliance issues with state or federal agencies or failure to correct after Letter of Concern intervention, site visit report or school quality review	Falls Far Below Standard
	Complying with all other obligations	Other requirements in charter, performance contract or in the event of court decrees, intervention by MCPSC or DESE.	Other requirements as necessary; amendments of charter; MCPSC interventions; changes in federal or state law	Dependent on requirement	Dependent on requirement	